UNIVERSITY DEPARTMENT OF COMMERCE AND BUSINESS MANAGEMENT

RANCHI UNIVERSITY, RANCHI

A Synopsis

for Ph.D.

Registration

A Comparative Study of Corporate Social Responsibility Practices in SAIL & HINDALCO Industries: A Case Study of Bokaro Steel Plant and HINDALCO- Muri Plant.

Guided and Supervised By

Dr. R.R SHARMA

Associate Professor

Department of Commerce Marwari College, Ranchi

Submitted By

PURNIMA KUMARI

NET (JH02001168)

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1. Introduction:

Corporate social responsibility is a broad concept which means the legal moral responsibility of the corporation towards the society. This concept is different from the narrow concept of responsibility and accountability only towards the owners and shareholders which is a legal form of rules to inspire assume responsibilities towards society.

Although the term Corporate Social Responsibility is new, but not new in India. The wish for universal happiness and prosperity is expressed in the Sanskrit sloka **"Sarve Bhavantu Sukhinaha, Sarve Santu Niramayah"** which is at the heart of Indian culture and tradition. (Pulak, 2018) Similarly, the Vedic prayer „**Loka Samastha Sukhino Bhavantu'** (let everyone live peacefully), „**Vasudevo Kutumbkum' (the entire world is family), „Tena Tyaktena Bhunjitha Lokasamgrah,** (enjoy your wealth by renunciation it), and **„Sarva Loka Hitam'** (for the benefit of all stakeholders) demonstrate that the concept of CSR is deeply rooted in ancient Indian texts and literature (Kumar, 2011).

The responsible business concept emerged on the ground that corporations are earning profits from the community by using natural resources available to society at large and deteriorating it gradually. The deterioration of natural resources has a direct impact on the economy, environment, and society at large. Therefore, it is the responsibility of the business enterprise to ensure the sustainability of the environment and natural resources and work for the development of society.

If seen, social responsibilities are broader than the legal responsibilities of a business. Legal responsibilities can be fulfilled only by following the laws whereas social responsibilities are much broader than that. Social responsibility cannot be fulfilled by merely following the law. In other words, it can be said that social responsibility contains those elements in the interest of the society which the businessman does voluntarily.

Pic: - Presentation of CSR through Diagram.

The principle of ethics is that business units should carry out business activities keeping in mind social aspirations and earn profit. Every person living in the society has some social responsibilities. He should respect social values and be tactful. Every business unit has the right from the society to carry out industrial and commercial activities to earn profit. But it is also necessary that he should not take any action which is undesirable from the society's point of view. There are some actions which provide more benefits but have adverse effects on the society.[1]

Corporate Social Responsibility means that the company takes positive responsibility for the development of the environment and society by making a detailed study of their impact on the environment and society. Because big corporate houses are making profits from the society by exploiting natural resources on a large scale whereas the society has the right over the resources. Exploitation of natural resources has a direct impact on the environment, economy and society, therefore corporate houses should take responsibility for the sustainability of the society and environment and invest adequate funds for their sustainable development.

In 1953, the book social responsibility of the businessman published by the American economist Howard Bowen was one of the first to address the issue of social responsibility as it relates to business activity.[2]

Triple Bottom Line of CSR: -

"People, planet, and profit", also known as the triple bottom line, form one way to evaluate CSR. "People" refers to fair labour practices, the community, and the region where the business operates. "Planet" refers to sustainable environmental practices. Profit is the economic value created by the organization after deducting the cost of all inputs, including the cost of the capital (unlike accounting definitions of profit).[3]

Balancing economic, ecological, and social goals is at the heart of the triple bottom line.[4]

This measure was claimed to help some companies be more conscious of their social and moral responsibilities.[5]

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[1] Kumar, Alok: Business Study, Social Responsibility of Business and Business Ethics (DIKSHA App), rationalized 2023-24, page -137-138

[2] Wherry, Frederick F.; Schor, Juliet B. (2015). The SAGE Encyclopedia of Economics and Society.

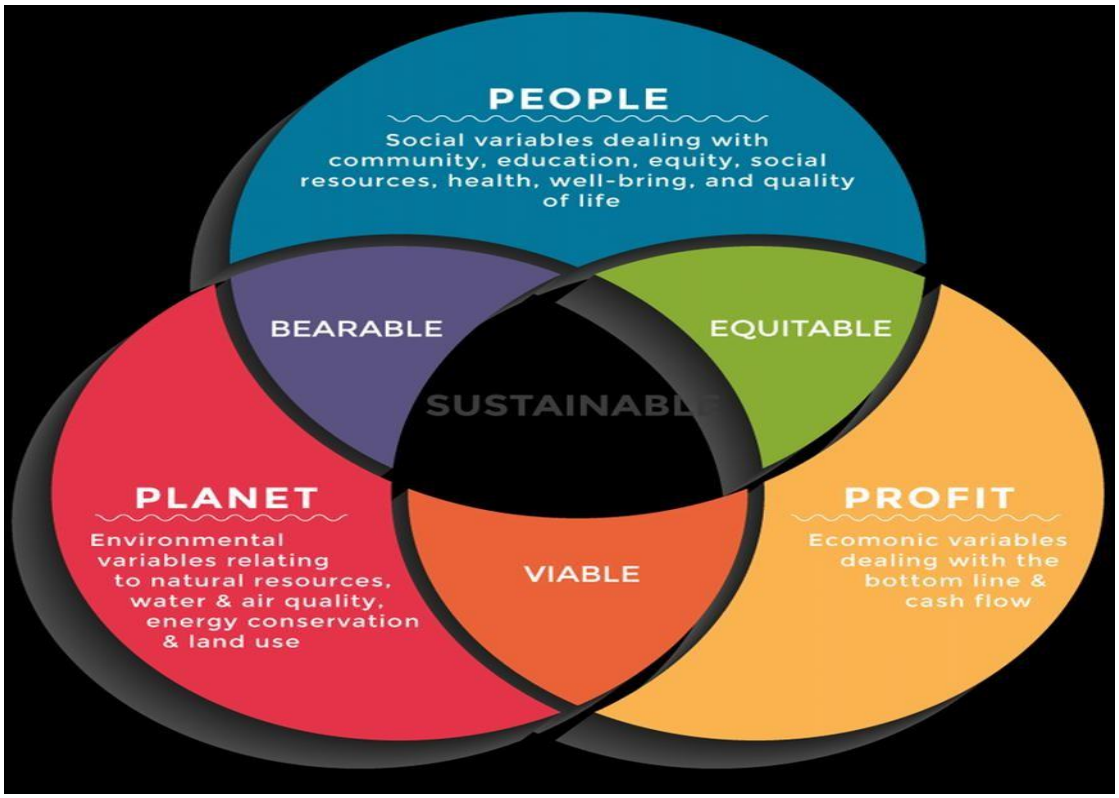
U.S.A. SAGE Publications. P.476

[3] Kanj, Gopal K.; Chopra, Parvesh K. (2010). Corporate Social Responsibility in a global economy. Routledge." Idea: Triple bottom line ". The Economist.2009-11-17. Retrieved 2016-01-07

[4] Schreuder, Hein (2022)." People, Planet, Profit, and purpose -from PhD to DSM Practice ". Academia.edu. Retrieved 2 April 2024.

[5] Talbert, Matthew (16 October 2019).” Moral Responsibility.” The Standard Encyclopedia of Philosophy. Metaphysics Research Lab, Stanford University. Retrieved 4 December 2021.However, critics claim that it is selective and substitutes a company's perspective for that of the community. Another criticism is about the absence of a standard auditing procedure.[6]

The term was coined by John Elkington in 1994 who re-evaluated it in 2018 and called for more urgent action toward sustainability.[7]


PEOPLE
Social variables dealing with community, education, equity, social resources, health, well-bring, and quality of life
BEARABLE
EQUITABLE
SUSTAINABLE
PLANET
Environmental variables relating to natural resources, water & air quality, energy conservation & land use
VIABLE
PROFIT
Ecomonic variables dealing with the bottom line & cash flow

John Elkington Model Tripple Bottom Line of CSR.

Provisions related to CSR as per Company Act 2013-:

The most ambitious attempt at mandated CSR activities for companies came with the enactment of Section 135 of the Companies Act 2013 (MCA, 2013). The Companies Act, 1956 (“the 1956 Act”) contained no mandatory provisions regarding Corporate Social Responsibility. The Companies Act, 2013 (“the 2013Act”) introduces mandatory CSR provisions for the first time and governed by clause 135 of the Companies Act, 2013, which was passed by both Houses of the Parliament, and had received the assent of the President of India on 29 August 2013.

[6] De George, Richard T (2011). Business Ethics (International Ed.) 7th Edition. Pearson. ISBN

9788131763353.

[7] Elkington, John (25 June 2018)."25 Years Ago, I Coined the phrase "Triple Bottom Line. "Here's Why It's time to Rethink It." Harvard Business Review.

The Ministry of Corporate Affairs, Govt. of India made CSR mandatory with effective from 1st April 2014 and had notified about CSR through act and rules as follows:

Section 135 of Corporate Social Responsibilities (CSR) of companies Act2013 and the types of CSR activities to be undertaken as per schedule 7th of the act.

Specifically, the provisions under Section 135 requires companies with:-

- **Net worth of rupees five hundred crore or more, or**
- **Turnover of rupees one thousand crore or more, or**
- **Net profit of rupees five crore or more &**

(i) To appoint a CSR Committee of at least 3 directors (one independent director), and

(ii) Under the guidance of the CSR Committee, spend in every financial year, at least 2% (two percent) of the average net profits of the company made during the three immediately preceding financial years, in pursuance of its Corporate Social Responsibility Policy.

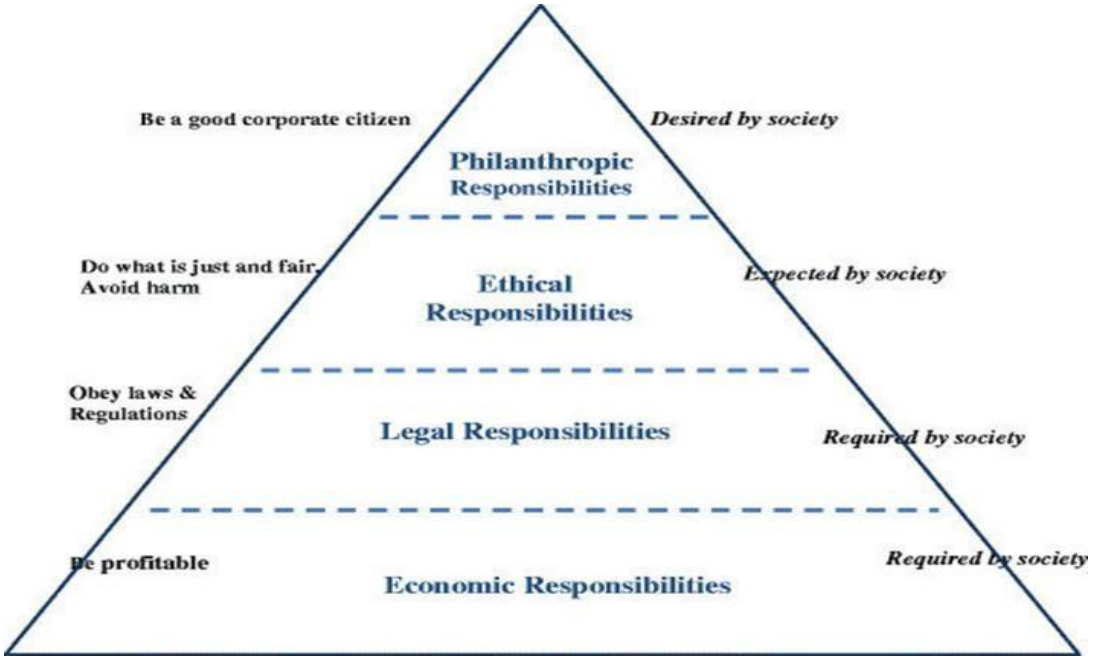
While the quantum of CSR spending along with reporting has been mandatorily set under Section 135, there is some inbuilt flexibility in the law in terms of a company"s choice of its CSR activities.

List of CSR Activities Schedule -VII of the Companies Act 2013:

- Healthcare, Sanitation and Safe Drinking Water
- Education, Skill Development and Support to PCP
- Women Empowerment
- Environment, Sustainability and Animal Health
- Protection of National Heritage Art and Culture
- Measures for War Widows and their Dependents
- Promotion of Rural Sports
- Contribution to the Prime Minister"s National Relief Fund
- Support to Technology Incubators
- Rural Development Projects
- Slum Area Development
- Disaster Management, Support to the Victims of Natural Calamities

MODELS OF CSR:

- Friedman Model
- Ackerman Model
- Carrol Model



Pic: Carrol Pyramid Model of CSR

- Environmental Integrity &Community Model
- Corporate Citizenship Model
- Stockholders & Stakeholders Model
- New Model of CSR

Brief Introduction of Selected Companies for Research: -

- **Steel Authority of India Ltd. (SAIL):**

Steel Authority of India Limited (SAIL) is a central public sector undertaking (PSU) based in New Delhi, India. It is under the ownership of the Ministry of Steel, Government of India.

The Ministry of Steel and Mines drafted a policy statement to evolve a new model for managing industry. The policy statement was presented to the Parliament on December 2, 1972. On this basis the concept of creating a holding company to manage inputs and outputs under one umbrella was mooted. This led to the formation of Steel Authority of India Ltd. The company, incorporated on January 24, 1973 with an authorized capital of Rs. 2000 crore, was made responsible for managing

five integrated steel plants at Bhilai, Bokaro, Durgapur, Rourkela and Burnpur, the Alloy Steel Plant and the Salem Steel Plant. In 1978 SAIL was restructured as an operating company.

SAIL operates and owns five integrated steel plants at Bhilai, Rourkela, Durgapur, Bokaro and Burnpur (Asansol) and three special steel plants at Salem, Durgapur and Bhadravathi. It also owns a Ferro Alloy plant at Chandrapur. As a part of its global ambition, the PSU is undergoing a massive expansion and modernization programme involving upgrading and building new facilities with emphasis on state of the art green technology. According to a recent survey, SAIL is one of India's fastest growing PSUs. The PSU also has an R&D Centre for Iron & Steel (RDCIS) and a Centre for Engineering in Ranchi, Jharkhand**.**[8]

- **Major Units of SAIL**:

SAIL Integrated Steel Plants:

1. Rourkela Steel Plant (RSP); India's first integrated steel plant in the public sector, established through collaboration with Germany.
2. Bhilai Steel Plant (BSP) in Chhattisgarh set up with Soviet collaboration (1959).
3. Durgapur Steel Plant (DSP) at Durgapur, West Bengal set up with British collaboration (1965).
4. Bokaro Steel Plant (BSL) in Jharkhand (1964) set up with Soviet collaboration (The Plant is hailed as the country's first Swadeshi steel plant, built with maximum indigenous content in terms of equipment, material and know-how).
5. IISCO Steel Plant (ISP) at Burnpur in Asansol, West Bengal (Plant equipped with largest blast furnace of country, modernized in 2015 with investment of 16000 crore which will yield total production of 2.9 million tons annually) [9]

Vision of SAIL: -

To be a respected world Class Corporation and the leader in Indian steel business in quality, productivity, profitability and customer satisfaction.

Brief Introduction of Bokaro Steel Plant:

The Bokaro steel plant was incorporated as a limited company in 1964.[10] It was later merged with the state-owned Steel Authority of India Limited (SAIL)[11]. The steel plant started operation in 1972 with Bokaro city construction completed.

Bokaro Steel Plant (BSL) is located in the Bokaro district of Jharkhand. It is the fourth integrated public sector steel plant in India built with Soviet technology. It is the second largest steel plant in India after Bhilai Steel Plant and 3rd largest in Asia in terms of area (10 km x 5 km).

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[8] ." R&D Centre for Iron and steel SAIL ". Archived from the original on 28 September 2020.Retrieved 30 November 2018.

[9].'Modernization of SAIL's IISCO steel plant by March ". Business Standard India. Press Trust of India .6 October 2013

[10] Nirmal Sengupta (1979). Destitutes and Development: A study of the Bauri Community in the Bokaro Region. Concept Publishing Company.pp.26-. GGKEY: 73SPC2220UQ.

[11] .http/www.sail.

The achievement of Self-Sufficiency is a long process, and even as PM Jawaharlal Nehru worked towards that goal, the nation was drawn into closer involvement with the Soviet Union. In September 1964, the Soviets confirmed their readiness to assist in the construction of the huge Bokaro Steel Plant.[12]

- **HINDALCO Industries Limited:**

HINDALCO Industries Limited an Indian aluminum and copper manufacturing company, is a subsidiary of the Aditya Birla Group. Its headquarters are at Mumbai, Maharashtra, India.
The Hindustan Aluminum Corporation Limited was established in 1958 by the Aditya Birla Group. In 1962 the company began production in Renukoot in Uttar Pradesh making 20 thousand metric tons per year of aluminum and 40 thousand metric tons per year of alumina. In 1989 the company was restructured and renamed HINDALCO.[13]

Vision of HINDALCO:-

To be a premium metals major, global in size and reach, excelling in everything we do, and creating value for its stakeholders.

Main Operation Units of HINDALCO Industries:

1. Renukoot Plant - Uttar Pradesh
2. Muri Plant - Jharkhand
3. Belur Plant - West Bengal
4. Hirakud Plant - Orissa
5. Alupuram Plant - Kerala
6. Taloja Plant - Maharashtra
7. Belagavi Plant - Karnataka and
8. Dahej Plant - Gujarat.

HINDALCO operates captive bauxite mines in Jharkhand, Chhattisgarh, Maharashtra, and Orissa, which provide the raw material to alumina refineries at Belagavi, Muri, and Renukoot Plant.

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[12] Intelligence Memorandum, Indo-Soviet Relations (PDF). CIA. 4 December 1972.

[13] Kumar, Nirmalya (2009). India's Global Powerhouses. Harvard Business Press. pp. 107–120. ISBN 978-1-4221-4762-7.

Brief Introduction of HINDALCO –Muri Plant: -

Muri Works of HINDALCO Industries Limited is India‟s first alumina refinery commissioned in 1948 by the erstwhile Indian Aluminum Company (INDAL). In 2005, HINDALCO merged the plant with itself after acquiring INDAL. The plant is located on the banks of Swarnarekha River at Chota Muri, 65km from Ranchi, the capital city of Jharkhand state. The initial installed capacity of Muri plant was 4 KTPA. Over the years, it has gone through various stages of expansion and debottlenecking to its present capacity of 450 KTPA. The refinery produces standard and special grades of alumina and alumina hydrate to serve customers in aluminum, metal, refractory, glass and alum manufacturing industries. The total area of plant and colony together is 334.2 acres.

There is a coal-based co-generation power plant to supply uninterrupted power and steam to the alumina refinery, and electricity to the residential colony for employees.

The residential colony includes an occupational health Centre for health care and an alumina club house for recreational activities. The unit spearheads many programmes in education, women empowerment, health care and sustainable livelihood in nearby villages through its CSR initiatives. [14]

2. Review of Literature: -

1. Carol (2008)[15] concluded that the CSR initiatives can lead to first mover advantage when it was central to the firm „s mission, related to the firm specific benefits and most important when it was made available to external audiences. The authors used resource-based view and the asymmetries approach of first-mover advantages to prove their research findings.

2. The economic Times (2012)[16] News highlighted the views of former president Dr. APJ Abdul Kalam in a CSR award function organized by industry body Assocham. Kalam said that companies should devote some part of its goal to corporate services. It should make mandatory for all the companies to spend a percentage of its profit on corporate social responsibility. Kalam also discussed about the proposed bill on corporate spending on CSR. They assumed greater importance of CSR in building the lives of the country „s citizens.

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14 . https://www.HINDALCO.com/operations/alumina-refining/muri

15 Carol, A., (2008), —Internal Organizational Factors Influencing Corporate Social and Ethical Reporting: Beyond Current Theorizing‖ Accounting, Auditing and Accountability Journal, Vol.15, No.2, pp. 223-250.

16 . An article published in The Economic Times named as —CSR: A cloak for crooks‖ on 21 Oct

3. BibhuParshed (2012)[17] article presented that CSR is the face of industry face of doing trade. He said that today, corporate houses took CSR as a medium fulfillment of profit greed of corporate houses. Further the article explored that companies today invests in a lot of areas like child labour, ground water, food, education, employment etc. but nobody is aware about the essential need of world„s poor. The article suggested that profit earning is a natural fact of companies but CSR is beyond the natural and statutory obligation of the companies. At last, it was concluded in the article that sustainable development is the development of society as well as the company in a balanced way.

4. Rupp and others (2006)[18] conducted a survey to know employee perceptions on CSR and found that employees‟ perceptions of CSR have impact on their emotions, attitudes, and behaviours as well as organization‟s social accounts.

5. Veiga et. al. (2001)[19] in their research article states that mining industry should maintain positive relations with the community as the population is significantly affected by a nearby mining operation. The community is connected with the mining industry sometimes through employment or sometimes indirectly through the means like environmental, social, economic and other impacts. Community may vary in the profile and perceptions about mining but the issues are same.

6. Sharma & Bhatnagar (2015).[20] in their research study opined that CSR schemes are designed to suit company‟s objectives and associate with the business case very well but the company needs to act in the best interests of the community not their self- interests. They added that CSR does not solve the negative effects of mining industry on community, economy and environment. But companies should work in collaboration with government and local agencies. They also opined that in mining industry, progress

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[17] . Mohanty, BibhuPrasad (2012). ―Sustainable Development Vis-a-Vis Actual Corporate Social Responsibility‖.

[18] . Rupp, D. E., Ganapathi, J., Aguilera, R. V., & Williams, C. A. (2006). Employee reactions to corporate social responsibility: An organizational justice framework. Journal of organizational Behavior, 27(4), 537-543

[19] Veiga, M. M., Scoble, M., & McAllister, M. L. (2001, August). Mining with communities. In Natural Resources Forum (Vol. 25, No. 3, pp. 191-202). Blackwell Publishing Ltd.

[20] . Sharma, D., & Bhatnagar, P. (2015). Corporate social responsibility of mining industries. International journal of law and Management ,57(5),367-372.

in economic, social, and environmental dimensions can be achieved through investing the profits in the community development, reducing the negative impact on environment by mining activity and reducing social and cultural disturbances to communities, maintenance of stakeholder dialogue and transparency of operation. This paper also analyses reasons why Less Developed Countries (LDCs) have problems of under-development as a result of having linkages with industrially developed countries. This study revealed that LDCs are unable to take advantage of technology, creating a pool of unemployable „marginalized" people. And also studies whether community development initiatives have been effective in contributing to more sustainable communities.

3. Research Gap: -

India is the only country in the world where Corporate Social Responsibility is mandatory. The Government of India has submitted the details of activities related to Corporate Social Responsibility as per the schedule-VII of Section 135 of the Companies Act 2013, accordingly the company has to spend fund on various activities related to Corporate Social Responsibility.

Most of the studies in CSR literature focus on corporate branding and corporate social responsibility. This trend indicates that researchers are more interested in understanding CSR as a corporate branding strategy and a tool of market repositioning. Second trend of studies in this area reflects another scenario of relating CSR to financial performance and economic sustainability. There are very few studies in India about perception of employees & community on CSR & very few studies on allocation of fund & spend of fund. After enforcement of companies" act 2013, this becomes vital to reflect upon the role of PSUs in improving sustainability of communities and environment. The dearth of studies in this area and relevance of amount being spent by the PSU for the needy communities calls for a holistic study in the corporate social responsibility practices of SAIL- Bokaro Steel Plant & HINDALCO – Muri Plant.

4. Statement of the Research Problem: -

A lot of research has been done on the topic of CSR but very little research has been done on Bokaro Steel Plant & HINDALCO- Muri Plant. After reviewing the literature related to CSR, the researcher found that whatever research has been done so far on SAIL & HINDALCO Industries, there is lack of proper research in it and there is a lack of qualitative research on some such topics, the list of such topics are given below: -

1. What are the CSR policies of SAIL & HINDALCO Industries Limited?
2. What are the relationship between fund allocation and fund spent on various projects of CSR?
3. What are the employee"s perception towards CSR in Bokaro Steel Plant as well as HINDALCO - Muri Plant?
4. What are the community perception on CSR projects implemented by Bokaro Steel Plant as well as HINDALCO – Muri Plant?
5. What are the relationship between employee"s perception & community opinion on CSR projects implemented by selected plant?
6. What are the effect of gender, income and education on CSR Perception of community?

To knowing the answers to all these statements, the researcher has selected the research topic **"**A Comparative Study of Corporate Social Responsibility Practices in SAIL & HINDALCO Industries: A Case Study of Bokaro Steel Plant and HINDALCO - Muri Plant."

5. Research Objectives: -

Following research objectives are formulated for the study: -

1. To study the theoretical and legal framework of CSR.
2. To examine the CSR practices in SAIL & HINDALCO Industries.
3. To compare the relationship between fund allocation and fund spent on various projects of CSR by selected companies.
4. To test the employee perception on CSR in Bokaro Steel Plant & HINDALCO – Muri Plant.
5. To test the community perception on CSR projects implemented by Bokaro Steel Plant & HINDALCO – Muri Plant.
6. To compare the relationship between employee"s perception & community opinion on CSR projects implemented by Bokaro Steel Plant & HINDALCO –Muri Plant.
7. To measure the effect of gender, income and education on CSR Perception of Selected Plant.

6. Research Hypothesis: -

H01: - There is no significance relationship between fund allocation and fund spent on various projects of CSR by selected companies**.**

Hα2: - The employee"s perception on CSR in Bokaro Steel Plant & HINDALCO – Muri Plant are positive.

Hα3: - The community perception on CSR projects implemented by Bokaro Steel Plant & HINDALCO – Muri Plant are positive.

Hα4: - The relationship between employee perception & community opinion on CSR projects implemented by Bokaro Steel Plant & HINDALCO – Muri Plant are positive.

Hα5: - Gender, Income and education affects the CSR perception of community in Bokaro Steel Plant & HINDALCO – Muri Plant.

7. Importance of the Study: -

India is the only country in the world where Corporate Social Responsibility is mandatory. SAIL & HINDALCO Industries has a huge contribution in the development of the Indian economy. Because this company produces steels, aluminum & various types of elements, due to which on one hand the economy gets a boost and on the other hand it harms the community and environment. We know that due to the production of steels, aluminum & various types of elements, a huge amount of poisonous gas is emitted, due to which the environmental balance is getting disturbed, while on the other hand, the people of the community are suffering from many types of diseases as well as they are facing migration problems in their places. Taking all these facts into cognizance, the Government of India

made a provision in Section 135 of the Companies Act 2013 that such companies which come under CSR will have to spend 2% of their net profit on CSR activities. Through CSR, companies play an important role in the development of society and environment. In this way there are huge importance of the research topic "A Comparative Study of Corporate Social Responsibility Practices in SAIL & HINDALCO Industries: A Case Study of Bokaro Steel Plant and HINDALCO- Muri Plant". The research importance are:

1. The research results obtained by the researcher on the research topic will serve as guidance for SAIL & HINDALCO Industries as well as other companies.

2. On the basis of this research, the community will be able to know which schemes are being run by SAIL & HINDALCO Industries for their welfare and which schemes have they got the benefited.

3. Based on this research results, stakeholders of selected unit will be able to know the employees perception and community perception towards CSR projects.

4. On the basis of this research SAIL & HINDALCO Industries will be able to further improve its CSR policy and CSR Projects.

5. On the basis of this research, companies will be able to utilize their CSR spend in a better way.

6. The results obtained from this research study will also be important for those companies that want to work for social wellbeing.

7. On the basis of this research, the government can formulate a policy for inclusive and sustainable development of the society.

8. Research Methodology: -

This will be a field study focusses on the Bokaro Steel Plant & HINDALCO – Muri Plant, corporate social responsibility behaviour and practices. The study utilizes mixed method approach for meeting its research objectives. Content analysis will be uses for extracting information from its various reports regarding CSR practices and policies, CSR funding pattern, CSR disclosure. Further for understanding the CSR perceptions related with its employees and communities survey, questionnaires and interview method will be applies.

- **Area of the Research:-**

  SAIL –Bokaro Steel Plant & HINDALCO – Muri Plant, has been selected for the study.

- **Period of the Study:**

  Five financial years have been selected for the research which study based on secondary data will be from Financial Year 2020-21 to 2024-25.

- **Population:-**

Bokaro Steel Plant & HINDALCO- Muri Plant and its CSR projects as a whole, will be the population of the study.

- **Sample Size: -**

I. Community residing in the surrounding areas within 20 km from the production plant are taken as the sample.

II. Sample size will be selected based on random sampling method.

III. Only a few villages around the operating unit of Bokaro Steel Plant &

HINDALCO – Muri Plant will be surveyed for research work.

IV. For the research work, total number of questionnaire & interview based respondent will be approximately 230 for each selected plant of which 200 are resident in the surrounding areas of operating/production plant and 30 are employees of selected units.

Population or sample size may be partially modified during research work.

- **Collection of Data: -**

This research study is based on primary and secondary data which will be collected as follows:

A. Primary Data:

Data that has been generated by the researcher himself/herself, surveys, interviews, experiments, specially designed for understanding and solving the research problem at first hand.

Following methods will be used:

1. Interview-cum-Discussion Method.
2. Questionnaire Method.

- **Secondary Data:**

Secondary data is data collected by someone other than the actual user. Following

secondary sources will be uses for research:

1. Published reports
2. Case studies
3. Literature Review
4. New papers
5. SAIL & HINDALCO Industries CSR reports and Annual Reports.
6. Other sources.

Statistical Tools and Techniques: -

- **Percentage Analysis**
- **Correlation Analysis & Regression Analysis**
- **Chi-Square Test**
- **Z-Test**
- **T- Test**
- **ANOVA**
- **As per requirement**
-

Non-parametric Tests: -

- **Mann-Whitney U Test:** For comparing two independent groups when data is not normally distributed.
- **Wilcoxon Signed-Rank Test:** For comparing two related samples. Statistical tools

and techniques can be changed during research.

For the data analysis of statistical data, the help of MS- Excel and statistical package SPSS software will be uses as per need.

9. Limitation of the Study:

1. Only one plant of SAIL–Bokaro Steel Plant & one plant of HINDALCO Industries, Muri, have been selected for the research.

2. During primary data collection, some respondents may not answer all the questions, which may reflect a lack in the research.

3. Only some villages of Bokaro & Muri district will be selected as samples for research study. Which are around 20km.of the selected plant.

4. For the research study, data collection will be done from only about 30 employees of both selected plant.

5. Statistics tools and techniques used for data analysis also have their own limitations, which may be affect the research.

6. There may be unavailability of data related to amount spent on various activities of Schedule - VII during the study period.

7. Subjectivity may be found in interpretation of qualitative data and it may be influenced by the Perspectives of respondents, gathered through interviews and surveys.

8. It may be possibility of some biasness in the responses of stakeholders (employees & community) .So that the quality of research may be affected.

9. It is an exploratory study so it builds upon several flexible paradigms of data collection and analysis.

Tentative Chapterisation: -

Sl. No.	Name of the Chapter
1.	Introduction and Review of Literature.
2.	Profile of SAIL & HINDALCO Industries with Selected Plant for the Study.
3.	CSR Practices of SAIL & HINDALCO Industries.
4.	Comparative Study of CSR in SAIL And HINDALCO Industries.
5.	Data Analysis &Hypothesis Testing.
6.	Findings, Conclusion & Suggestion.

Supervisor

Dr. R.R. Sharma
Associate Professor
Department of Commerce and Business Management, Marwari College, Ranchi

Research Scholar

Purnima Kumari